CPS HR CONSULTING

City of Fargo

Employee Engagement Survey Comments

Solid Waste

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SUBMITTED BY:
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What is one thing you would recommend to make your Department a better place to work?

1. nothing
2. Our department is run well and happy with the culture that exists there. One of the main reasons I enjoy working here.
3. Openness to employees ideas or concerns, a bigger gap between operator levels in pay, no incentive for employees to learn new skill sets because the increase in pay is not enough to warrant the additional responsibilities.
4. Add a stove to breakroom
5. Accountability. At the very least, people should be reprimanded for mistakes and behavioral issues. I would like to see accountability for performance as well. I understand that doing this is tough without hurting people's feelings, but I feel accountability is necessary to promote an efficient and healthy workplace.
6. As a Solid Waste division, realize why other divisions don't wave at you. Other divisions probably hear from certain people in our Solid Waste division why not to wave at us. If that makes sense. Heart breaker
7. Better communication, and have one on one reviews with management.
8. Firing/removing the people that bully and harass my fellow coworkers and as well as me.
9. Younger people and management that's willing to put people to work
10. Better communication!! Too many secrets. Bring back sonority. More open dialogue between supervisors and workers!!
11. updated facilities
12. Better facilities
13. Communication between workers
14. Make the entire department Equipment Operator 3s.

Please share any additional feedback:

15. Invest more in your employees, give them a reason to be proud that they work for the City of Fargo.
16. Salary Increase
17. Elected officials to act professionally and courteously to elected colleagues and City employees.
18. Cost of living to current rates to stay competitive with neighboring cities and state
19. Better starting pay to align with private sector and cheaper benefits with close to same coverage as present
20. Better pay
21. Better management!!!!
22. Better communication
23. Every employee should make their own difference and not be concerned about what others do because that is out of their control. Just put his or her best foot forward daily.
24. Our city leaders and commissioners allow the residents of Fargo to fully dictate how we operate. Department heads should be allowed to make changes to policies and regulations as they see fit without worrying about repercussions if said decisions are unpopular with the public. Efficiency is a group effort. If we want to save time and money, things need to change at some point.
25. Pay raises to everyone
26. Make employees feel valued, working for the city seems like you are a number.
27. Competitive pay with private sector.
28. nothing